

I claim:

1. A system for identifying a matching resume for a job description, comprising:

a memory device; and

a processor disposed in communication with the memory device, the processor configured

5 to:

receive the job description that includes at least one job requirement, each said at least one job requirement comprising a required skill or experience-related phrase and a required term of experience for the required skill or experience-related phrase;

store the job description;

10 receive at least one resume, each said at least one resume including at least one skill or experience-related phrase, said at least one skill or experience-related phrase including the required skill or experience-related phrase for at least one of said at least one job requirement;

store each said at least one resume;

15 compute, for each said at least one resume, a term of experience for the required skill or experience-related phrase for each said at least one job requirement; and

determine whether each said at least one resume is the matching resume that satisfies the job description.

20 2. The system of claim 1, wherein the storing of the job description is to a database.

3. The system of claim 1, wherein the storing of each said at least one resume is to a database.

4. The system of claim 1, wherein the required term of experience is a minimum required term of experience.

5. The system of claim 1, wherein each said at least one resume comprises a document in an electronic format.

6. The system of claim 5, wherein the electronic format includes a standard digital document format.

7. The system of claim 1, wherein the job description comprises a document in an electronic format.

8. The system of claim 7, wherein the electronic format includes a standard digital document format.

9. The system of claim 1, wherein each said at least one resume comprises a curriculum vitae.

10. The system of claim 1, wherein each said at least one resume includes at least one word, and wherein said at least one skill or experience-related phrase comprises said at least one word.

11. The system of claim 10, wherein, when each said at least one resume includes at least two

words, said at least one skill or experience-related phrase further comprises at least one word group, each said at least one word group including consecutive words from the resume.

12. The system of claim 1, wherein each said at least one skill or experience-related phrase comprises a skill, a job location, a title, a department, a responsibility, a duty, an action, an achievement, an accomplishment, a relationship, a product, a consultation, a group, a team, a field, a space, an area of endeavor, a company, an industry, a technical package, or a tool.

13. The system of claim 1, wherein said at least one skill or experience-related phrase includes at least one attribute for a candidate.

14. The system of claim 13, wherein said at least one attribute includes a name, a residence or business address, a telephone number, an electronic mail address, education data, past employer data, or salary data.

15. The system of claim 14, wherein the telephone number includes a home number, a work number, a facsimile number, or a cellular number.

16. The system of claim 14, wherein the education data includes a degree, a major, a year, or a school name.

17. The system of claim 14, wherein the past employer data includes an employer name, a last

title, and a period of employment.

18. The system of claim 14, wherein the salary data includes a current salary and an expected salary.

19. The system of claim 1, wherein each said at least one resume further includes at least one contextual use, each said at least one contextual use including an experience range, and wherein to compute the term of experience, the processor is further configured to:

associate the required skill or experience-related phrase for each said at least one job

requirement with one of said at least one contextual use,

wherein the term of experience for the required skill or experience-related phrase for each said at least one job requirement is derived from the experience range of the associated one of said at least one contextual use.

20. The system of claim 19, wherein the processor is further configured to:

when the experience range is zero:

set the term of experience to zero; and

when the experience range is greater than zero:

determine a start time for the experience range;

determine an end time for the experience range;

compute a time difference between the start time and the end time; and

set the term of experience to the time difference.

21. The system of claim 20, wherein the term of experience is a number of seconds, minutes, hours, days, weeks, months, years, or decades.

5 22. The system of claim 20, wherein the term of experience is an integer.

23. The system of claim 20, wherein the term of experience is not an integer.

24. The system of claim 20, wherein to set the term of experience to the time difference, the
10 processor is further configured to:

compute a repeated entry time difference for the required skill or experience-related phrase
for each said at least one job requirement that is a repeated entry and is associated with an other
experience range; and

add to the time difference each repeated entry time difference,

15 wherein the other experience range includes an other start time and an other end time,

wherein the start time precedes the end time,

wherein the other start time precedes the other end time, and

wherein the other end time either precedes or is equal to the start time, or the other start time
either succeeds or is equal to the end time.

20 25. The system of claim 1, wherein the required term of experience is a number of seconds, minutes, hours, days, weeks, months, years, or decades.

26. The system of claim 1, wherein the required term of experience is an integer.

27. The system of claim 1, wherein the required term of experience is not an integer.

28. The system of claim 1, wherein the matching resume that satisfies the job description includes the required skill or experience-related phrase for each said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

29. The system of claim 28, wherein at least one of said at least one job requirement includes at least one alternative job requirement, each said at least one alternative job requirement comprising an alternative required skill or experience-related phrase and an alternative required term of experience, and wherein the matching resume satisfies said at least one of said at least one job requirement when the resume includes either:

the required skill or experience-related phrase for said at least one of said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience; or

the alternative required skill or experience-related phrase for any said at least one alternative job requirement, and the term of experience for the alternative required skill or experience-related phrase in the resume is greater than or equal to the alternative required term of experience.

30. The system of claim 1, wherein the matching resume satisfies the job description when the resume includes the required skill or experience-related phrase for any said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

31. The system of claim 1, wherein each said at least one job requirement further comprises a required time range for the required skill or experience-related phrase, and wherein the matching resume satisfies the job description when the experience range of the skill or experience-related phrase overlaps with the required time range.

32. The system of claim 1, wherein the processor is further configured to:
display the matching resume on a display screen.

33. The system of claim 32, wherein the display includes a first portion, a second portion, and a third portion, the first portion showing a list of said at least one resume, the second portion showing at least one attribute extracted from the matching resume, the third portion showing the matching resume.

34. The system of claim 32, wherein the display includes a first portion, and a second portion, the first portion showing at least one attribute extracted from the matching resume, the second portion showing the matching resume.

35. The system of claim 32, wherein the display includes a first portion, and a second portion, the first portion showing a list of said at least one resume, the second portion showing the matching resume.

36. The system of claim 32, wherein the matching resume includes at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement, and wherein to display the matching resume, the processor is further configured to:

mark each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

37. The system of claim 36, wherein the marking includes highlighting each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement, or displaying in reverse video each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

38. The system of claim 1, wherein the job description further includes a required level of education or a required field of specialization.

39. The system of claim 38, wherein the matching resume that satisfies the job description includes the required level of education, the required field of specialization, or a phrase implying the required level of education or the required field of specialization.

40. The system of claim 1, wherein the job description further includes a required salary range comprising a minimum required salary and a maximum required salary.

41. The system of claim 40, wherein the matching resume that satisfies the job description includes an expected salary that falls within the required salary range.

42. The system of claim 41, wherein the expected salary falls within the required salary range when:

the expected salary is greater than or equal to the minimum required salary, and

the expected salary is less than or equal to the maximum required salary.

43. A method for identifying a matching resume for a job description, comprising:
receiving the job description that includes at least one job requirement, each said at least one job requirement comprising a required skill or experience-related phrase and a required term of experience for the required skill or experience-related phrase;

storing the job description;

receiving at least one resume, each said at least one resume including at least one skill or experience-related phrase, said at least one skill or experience-related phrase including the required skill or experience-related phrase for at least one of said at least one job requirement;

storing each said at least one resume;

computing, for each said at least one resume, a term of experience for the required skill or experience-related phrase for each said at least one job requirement; and

determining whether each said at least one resume is the matching resume that satisfies the
job description.

44. The method of claim 43, wherein the storing of the job description is to a database.

45. The method of claim 43, wherein the storing of each said at least one resume is to a
database.

46. The method of claim 43, wherein the required term of experience is a minimum required
term of experience.

47. The method of claim 43, wherein each said at least one resume comprises a document in an
electronic format.

48. The method of claim 47, wherein the electronic format includes a standard digital document
format.

49. The method of claim 43, wherein the job description comprises a document in an electronic
format.

50. The method of claim 49, wherein the electronic format includes a standard digital document
format.

51. The method of claim 43, wherein each said at least one resume comprises a curriculum vitae.

52. The method of claim 43, wherein each said at least one resume includes at least one word, and wherein said at least one skill or experience-related phrase comprises said at least one word.

53. The method of claim 52, wherein, when each said at least one resume includes at least two words, said at least one skill or experience-related phrase further comprises at least one word group, each said at least one word group including consecutive words from the resume.

54. The method of claim 43, wherein each said at least one skill or experience-related phrase comprises a skill, a job location, a title, a department, a responsibility, a duty, an action, an achievement, an accomplishment, a relationship, a product, a consultation, a group, a team, a field, a space, an area of endeavor, a company, an industry, a technical package, or a tool.

55. The method of claim 43, wherein said at least one skill or experience-related phrase includes at least one attribute for a candidate.

56. The method of claim 55, wherein said at least one attribute includes a name, a residence or business address, a telephone number, an electronic mail address, education data, past employer data, or salary data.

57. The method of claim 56, wherein the telephone number includes a home number, a work number, a facsimile number, or a cellular number.

58. The method of claim 56, wherein the education data includes a degree, a major, a year, or a school name.

59. The method of claim 56, wherein the past employer data includes an employer name, a last title, and a period of employment.

60. The method of claim 56, wherein the salary data includes a current salary and an expected salary.

61. The method of claim 43, wherein each said at least one resume further includes at least one contextual use, each said at least one contextual use including an experience range, and wherein the computing of the term of experience further comprises:

associating the required skill or experience-related phrase for each said at least one job requirement with one of said at least one contextual use,

wherein the term of experience for the required skill or experience-related phrase for each said at least one job requirement is derived from the experience range of the associated one of said at least one contextual use.

62. The method of claim 61, further comprising:

when the experience range is zero:

setting the term of experience to zero; and

when the experience range is greater than zero:

determining a start time for the experience range;

determining an end time for the experience range;

computing a time difference between the start time and the end time; and

setting the term of experience to the time difference.

63. The method of claim 62, wherein the term of experience is a number of seconds, minutes, hours, days, weeks, months, years, or decades.

64. The method of claim 62, wherein the term of experience is an integer.

65. The method of claim 62, wherein the term of experience is not an integer.

66. The method of claim 62, wherein the setting of the term of experience to the time difference further comprises:

computing a repeated entry time difference for the required skill or experience-related

phrase for each said at least one job requirement that is a repeated entry and is associated with an other experience range; and

adding to the time difference each repeated entry time difference,

wherein the other experience range includes an other start time and an other end time,

wherein the start time precedes the end time,

wherein the other start time precedes the other end time, and

wherein the other end time either precedes or is equal to the start time, or the other start time

5 either succeeds or is equal to the end time.

67. The method of claim 43, wherein the required term of experience is a number of seconds, minutes, hours, days, weeks, months, years, or decades.

10 68. The method of claim 43, wherein the required term of experience is an integer.

69. The method of claim 43, wherein the required term of experience is not an integer.

15 70. The method of claim 43, wherein the matching resume that satisfies the job description includes the required skill or experience-related phrase for each said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

20 71. The method of claim 70, wherein at least one of said at least one job requirement includes at least one alternative job requirement, each said at least one alternative job requirement comprising an alternative required skill or experience-related phrase and an alternative required term of experience, and wherein the matching resume satisfies said at least one of said at least one job

requirement when the resume includes either:

the required skill or experience-related phrase for said at least one of said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience; or

5 the alternative required skill or experience-related phrase for any said at least one alternative job requirement, and the term of experience for the alternative required skill or experience-related phrase in the resume is greater than or equal to the alternative required term of experience.

72. The method of claim 43, wherein the matching resume satisfies the job description when the
10 resume includes the required skill or experience-related phrase for any said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

73. The method of claim 43, wherein each said at least one job requirement further comprises a
15 required time range for the required skill or experience-related phrase, and wherein the matching resume satisfies the job description when the experience range of the skill or experience-related phrase overlaps with the required time range.

74. The method of claim 43, further comprising:
20 displaying the matching resume on a display screen.

75. The method of claim 74, wherein the display includes a first portion, a second portion, and a

third portion, the first portion showing a list of said at least one resume, the second portion showing at least one attribute extracted from the matching resume, the third portion showing the matching resume.

76. The method of claim 74, wherein the display includes a first portion, and a second portion, the first portion showing at least one attribute extracted from the matching resume, the second portion showing the matching resume.

77. The method of claim 74, wherein the display includes a first portion, and a second portion, the first portion showing a list of said at least one resume, the second portion showing the matching resume.

78. The method of claim 74, wherein the matching resume includes at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement, and wherein the displaying of the matching resume further comprises:

marking each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

79. The method of claim 78, wherein the marking includes highlighting each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement, or displaying in reverse video each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

80. The method of claim 43, wherein the job description further includes a required level of education or a required field of specialization.

5 81. The method of claim 80, wherein the matching resume that satisfies the job description includes the required level of education, the required field of specialization, or a phrase implying the required level of education or the required field of specialization.

82. The method of claim 43, wherein the job description further includes a required salary range
10 comprising a minimum required salary and a maximum required salary.

83. The method of claim 82, wherein the matching resume that satisfies the job description includes an expected salary that falls within the required salary range.

15 84. The method of claim 83, wherein the expected salary falls within the required salary range when:

the expected salary is greater than or equal to the minimum required salary, and

the expected salary is less than or equal to the maximum required salary.

20 85. A computer program product for identifying a matching resume for a job description, comprising:

a computer readable medium storing:

program code for receiving the job description that includes at least one job requirement, each said at least one job requirement comprising a required skill or experience-related phrase and a required term of experience for the required skill or experience-related phrase;

5 program code for storing the job description;

 program code for receiving at least one resume, each said at least one resume including at least one skill or experience-related phrase, said at least one skill or experience-related phrase including the required skill or experience-related phrase for at least one of said at least one job requirement;

10 program code for storing each said at least one resume;

 program code for computing, for each said at least one resume, a term of experience for the required skill or experience-related phrase for each said at least one job requirement; and

 program code for determining whether each said at least one resume is the matching
15 resume that satisfies the job description.

86. The computer program product of claim 85, wherein the storing of the job description is to a database.

20 87. The computer program product of claim 85, wherein the storing of each said at least one resume is to a database.

88. The computer program product of claim 85, wherein the required term of experience is a minimum required term of experience.

89. The computer program product of claim 85, wherein each said at least one resume includes at least one word, and wherein said at least one skill or experience-related phrase comprises said at least one word.

90. The computer program product of claim 89, wherein, when each said at least one resume includes at least two words, said at least one skill or experience-related phrase further comprises at least one word group, each said at least one word group including consecutive words from the resume.

91. The computer program product of claim 85, wherein said at least one skill or experience-related phrase includes at least one attribute for a candidate.

92. The computer program product of claim 85, wherein each said at least one resume further includes at least one contextual use, each said at least one contextual use including an experience range, and wherein the program code for computing the term of experience further comprises:
program code for associating the required skill or experience-related phrase for each said at least one job requirement with one of said at least one contextual use,
wherein the term of experience for the required skill or experience-related phrase for each said at least one job requirement is derived from the experience range of the associated one of said

at least one contextual use.

93. The computer program product of claim 92, the computer readable medium further storing:

program code for setting the term of experience to zero when the experience range is zero;

5 program code for determining a start time for the experience range when the experience range is greater than zero;

program code for determining an end time for the experience range when the experience range is greater than zero;

10 program code for computing a time difference between the start time and the end time when the experience range is greater than zero; and

program code for setting the term of experience to the time difference when the experience range is greater than zero.

94. The computer program product of claim 93, wherein the program code for setting the term

15 of experience to the time difference further comprises:

program code for computing a repeated entry time difference for the required skill or experience-related phrase for each said at least one job requirement that is a repeated entry and is associated with an other experience range; and

program code for adding to the time difference each repeated entry time difference,

20 wherein the other experience range includes an other start time and an other end time,

wherein the start time precedes the end time,

wherein the other start time precedes the other end time, and

wherein the other end time either precedes or is equal to the start time, or the other start time either succeeds or is equal to the end time.

95. The computer program product of claim 85, wherein the matching resume that satisfies the job description includes the required skill or experience-related phrase for each said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

96. The computer program product of claim 95, wherein at least one of said at least one job requirement includes at least one alternative job requirement, each said at least one alternative job requirement comprising an alternative required skill or experience-related phrase and an alternative required term of experience, and wherein the matching resume satisfies said at least one of said at least one job requirement when the resume includes either:

the required skill or experience-related phrase for said at least one of said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience; or

the alternative required skill or experience-related phrase for any said at least one alternative job requirement, and the term of experience for the alternative required skill or experience-related phrase in the resume is greater than or equal to the alternative required term of experience.

97. The computer program product of claim 85, wherein the matching resume satisfies the job description when the resume includes the required skill or experience-related phrase for any said at

least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

98. The computer program product of claim 85, wherein each said at least one job requirement further comprises a required time range for the required skill or experience-related phrase, and wherein the matching resume satisfies the job description when the experience range of the skill or experience-related phrase overlaps with the required time range.

99. The computer program product of claim 85, the computer readable medium further storing: program code for displaying the matching resume on a display screen.

100. The computer program product of claim 99, wherein the display includes a first portion, a second portion, and a third portion, the first portion showing a list of said at least one resume, the second portion showing at least one attribute extracted from the matching resume, the third portion showing the matching resume.

101. The computer program product of claim 99, wherein the display includes a first portion, and a second portion, the first portion showing at least one attribute extracted from the matching resume, the second portion showing the matching resume.

102. The computer program product of claim 99, wherein the display includes a first portion, and a second portion, the first portion showing a list of said at least one resume, the second portion

showing the matching resume.

103. The computer program product of claim 99, wherein the matching resume includes at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement, and wherein the program code for displaying the matching resume further comprises:

program code for marking each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

104. The computer program product of claim 103, wherein the marking includes highlighting each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement, or displaying in reverse video each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

105. The computer program product of claim 85, wherein the job description further includes a required level of education or a required field of specialization.

106. The computer program product of claim 105, wherein the matching resume that satisfies the job description includes the required level of education, the required field of specialization, or a phrase implying the required level of education or the required field of specialization.

107. The computer program product of claim 85, wherein the job description further includes a required salary range comprising a minimum required salary and a maximum required salary.

108. The computer program product of claim 107, wherein the matching resume that satisfies the job description includes an expected salary that falls within the required salary range.

109. The computer program product of claim 108, wherein the expected salary falls within the required salary range when:

the expected salary is greater than or equal to the minimum required salary, and
the expected salary is less than or equal to the maximum required salary.

110. A system for identifying a matching resume for a job description, comprising:

means for receiving the job description that includes at least one job requirement, each said at least one job requirement comprising a required skill or experience-related phrase and a required term of experience for the required skill or experience-related phrase;

means for storing the job description;

means for receiving at least one resume, each said at least one resume including at least one skill or experience-related phrase, said at least one skill or experience-related phrase including the required skill or experience-related phrase for at least one of said at least one job requirement;

means for storing each said at least one resume;

means for computing, for each said at least one resume, a term of experience for the required

skill or experience-related phrase for each said at least one job requirement; and

means for determining whether each said at least one resume is the matching resume that satisfies the job description.

111. The system of claim 110, wherein the storing of the job description is to a database.

112. The system of claim 110, wherein the storing of each said at least one resume is to a
5 database.

113. The system of claim 110, wherein the required term of experience is a minimum required
term of experience.

10 114. The system of claim 110, wherein each said at least one resume includes at least one word,
and wherein said at least one skill or experience-related phrase comprises said at least one word.

115. The system of claim 114, wherein, when each said at least one resume includes at least two
words, said at least one skill or experience-related phrase further comprises at least one word group,
15 each said at least one word group including consecutive words from the resume.

116. The system of claim 110, wherein said at least one skill or experience-related phrase
includes at least one attribute for a candidate.

20 117. The system of claim 110, wherein each said at least one resume further includes at least one
contextual use, each said at least one contextual use including an experience range, and wherein the
means for computing the term of experience further comprises:

means for associating the required skill or experience-related phrase for each said at least one job requirement with one of said at least one contextual use,

wherein the term of experience for the required skill or experience-related phrase for each said at least one job requirement is derived from the experience range of the associated one of said at least one contextual use.

118. The system of claim 117, further comprising:

means for setting the term of experience to zero when the experience range is zero;

means for determining a start time for the experience range when the experience range is

10 greater than zero;

means for determining an end time for the experience range when the experience range is greater than zero;

means for computing a time difference between the start time and the end time when the experience range is greater than zero; and

15 means for setting the term of experience to the time difference when the experience range is greater than zero.

119. The system of claim 118, wherein the means for setting the term of experience to the time difference further comprises:

20 means for computing a repeated entry time difference for the required skill or experience-related phrase for each said at least one job requirement that is a repeated entry and is associated with an other experience range; and

means for adding to the time difference each repeated entry time difference,
wherein the other experience range includes an other start time and an other end time,
wherein the start time precedes the end time,
wherein the other start time precedes the other end time, and
5 wherein the other end time either precedes or is equal to the start time, or the other start time
either succeeds or is equal to the end time.

120. The system of claim 110, wherein the matching resume that satisfies the job description
includes the required skill or experience-related phrase for each said at least one job requirement,
10 and the term of experience for the required skill or experience-related phrase in the resume is greater
than or equal to the required term of experience.

121. The system of claim 120, wherein at least one of said at least one job requirement includes
at least one alternative job requirement, each said at least one alternative job requirement
15 comprising an alternative required skill or experience-related phrase and an alternative required
term of experience, and wherein the matching resume satisfies said at least one of said at least one
job requirement when the resume includes either:

the required skill or experience-related phrase for said at least one of said at least one job
requirement, and the term of experience for the required skill or experience-related phrase in the
20 resume is greater than or equal to the required term of experience; or

the alternative required skill or experience-related phrase for any said at least one alternative
job requirement, and the term of experience for the alternative required skill or experience-related

phrase in the resume is greater than or equal to the alternative required term of experience.

122. The system of claim 110, wherein the matching resume satisfies the job description when the resume includes the required skill or experience-related phrase for any said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

123. The system of claim 110, wherein each said at least one job requirement further comprises a required time range for the required skill or experience-related phrase, and wherein the matching resume satisfies the job description when the experience range of the skill or experience-related phrase overlaps with the required time range.

124. The system of claim 110, further comprising:
means for displaying the matching resume on a display screen.

125. The system of claim 124, wherein the display includes a first portion, a second portion, and a third portion, the first portion showing a list of said at least one resume, the second portion showing at least one attribute extracted from the matching resume, the third portion showing the matching resume.

126. The system of claim 124, wherein the display includes a first portion, and a second portion, the first portion showing at least one attribute extracted from the matching resume, the second

portion showing the matching resume.

127. The system of claim 124, wherein the display includes a first portion, and a second portion,
the first portion showing a list of said at least one resume, the second portion showing the matching
5 resume.

128. The system of claim 124, wherein the matching resume includes at least one occurrence of
the required skill or experience-related phrase for each said at least one job requirement, and
wherein the means for displaying the matching resume further comprises:

10 means for marking each said at least one occurrence of the required skill or experience-
related phrase for each said at least one job requirement.

129. The system of claim 128, wherein the marking includes highlighting each said at least one
occurrence of the required skill or experience-related phrase for each said at least one job
15 requirement, or displaying in reverse video each said at least one occurrence of the required skill or
experience-related phrase for each said at least one job requirement.

130. The system of claim 110, wherein the job description further includes a required level of
education or a required field of specialization.

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131. The system of claim 130, wherein the matching resume that satisfies the job description
includes the required level of education, the required field of specialization, or a phrase implying the

required level of education or the required field of specialization.

132. The system of claim 110, wherein the job description further includes a required salary range comprising a minimum required salary and a maximum required salary.

133. The system of claim 132, wherein the matching resume that satisfies the job description includes an expected salary that falls within the required salary range.

134. The system of claim 133, wherein the expected salary falls within the required salary range when:

the expected salary is greater than or equal to the minimum required salary, and
the expected salary is less than or equal to the maximum required salary.

135. A system for identifying a matching resume for a job description, comprising:
a memory device; and
a processor disposed in communication with the memory device, the processor configured to:

receive the job description that includes at least one job requirement, each said at least one job requirement comprising a required skill or experience-related phrase and a required term of experience for the required skill or experience-related phrase;

store the job description;

associate, for each said at least one job requirement, the required skill or experience-

related phrase with at least one implying skill or experience-related phrase;

store at least one searchable phrase for each said at least one job requirement, one of
said at least one searchable phrase including the required skill or experience-related phrase,
and said at least one searchable phrase including each said at least one implying skill or
5 experience-related phrase;

receive at least one resume, each said at least one resume including at least one of
said at least one searchable phrase;

store each said at least one resume;

compute, for each said at least one resume, a term of experience for the required skill
10 or experience-related phrase for each said at least one job requirement; and

determine whether each said at least one resume is the matching resume that satisfies
the job description.

136. The system of claim 135, wherein the storing of the job description is to a database.

15 137. The system of claim 135, wherein the storing of each said at least one resume is to a
database.

138. The system of claim 135, wherein the required term of experience is a minimum required
20 term of experience.

139. The system of claim 135, wherein at least one of each said at least one implying skill or

experience-related phrase comprises a narrower skill or experience-related phrase.

140. The system of claim 135, wherein each said at least one resume comprises a document in an electronic format.

141. The system of claim 140, wherein the electronic format includes a standard digital document format.

142. The system of claim 135, wherein the job description comprises a document in an electronic format.

143. The system of claim 142, wherein the electronic format includes a standard digital document format.

144. The system of claim 135, wherein each said at least one resume comprises a curriculum vitae.

145. The system of claim 135, wherein each said at least one resume includes at least one word, and wherein said at least one skill or experience-related phrase comprises said at least one word.

146. The system of claim 145, wherein, when each said at least one resume includes at least two words, said at least one skill or experience-related phrase further comprises at least one word group,

each said at least one word group including consecutive words from the resume.

147. The system of claim 135, wherein each said at least one skill or experience-related phrase comprises a skill, a job location, a title, a department, a responsibility, a duty, an action, an achievement, an accomplishment, a relationship, a product, a consultation, a group, a team, a field, a space, an area of endeavor, a company, an industry, a technical package, or a tool.

148. The system of claim 135, wherein to associate the required skill or experience-related phrase with said at least one implying skill or experience-related phrase, the processor is further configured to:

retrieve each said at least one implying skill or experience-related phrase from a phrase mapping table that relates each said at least one skill or experience-related phrase to each said at least one implying skill or experience-related phrase.

149. The system of claim 135, wherein said at least one skill or experience-related phrase includes at least one attribute for a candidate.

150. The system of claim 149, wherein said at least one attribute includes a name, a residence or business address, a telephone number, an electronic mail address, education data, past employer data, or salary data.

151. The system of claim 150, wherein the telephone number includes a home number, a work

number, a facsimile number, or a cellular number.

152. The system of claim 150, wherein the education data includes a degree, a major, a year, or a school name.

153. The system of claim 150, wherein the past employer data includes an employer name, a last title, and a period of employment.

154. The system of claim 150, wherein the salary data includes a current salary and an expected salary.

155. The system of claim 135, wherein each said at least one resume further includes at least one contextual use, each said at least one contextual use including an experience range, and wherein to compute the term of experience, the processor is further configured to:

associate each said at least one searchable phrase for each said at least one job requirement with one of said at least one contextual use,

wherein the term of experience for each said at least one searchable phrase for each said at least one job requirement is derived from the experience range of the associated one of said at least one contextual use.

156. The system of claim 155, wherein the contextual use for the required skill or experience-related phrase for each said at least one job requirement includes the contextual use of the associated

said at least one implying skill or experience-related phrase.

157. The system of claim 156, wherein the processor is further configured to:

when the experience range is zero:

5 set the term of experience to zero; and

when the experience range is greater than zero:

 determine a start time for the experience range;

 determine an end time for the experience range;

 compute a time difference between the start time and the end time; and

10 set the term of experience to the time difference.

158. The system of claim 157, wherein the term of experience is a number of seconds, minutes, hours, days, weeks, months, years, or decades.

15 159. The system of claim 157, wherein the term of experience is an integer.

160. The system of claim 157, wherein the term of experience is not an integer.

161. The system of claim 157, wherein to set the term of experience to the time difference, the
20 processor is further configured to:

 compute a repeated entry time difference for the required skill or experience-related phrase
for each said at least one job requirement that is a repeated entry and is associated with an other

experience range; and

add to the time difference each repeated entry time difference,

wherein the other experience range includes an other start time and an other end time,

wherein the start time precedes the end time,

wherein the other start time precedes the other end time, and

wherein the other end time either precedes or is equal to the start time, or the other start time either succeeds or is equal to the end time.

162. The system of claim 135, wherein the required term of experience is a number of seconds, minutes, hours, days, weeks, months, years, or decades.

163. The system of claim 135, wherein the required term of experience is an integer.

164. The system of claim 135, wherein the required term of experience is not an integer.

165. The system of claim 135, wherein the matching resume that satisfies the job description includes at least one of said at least one searchable phrase for each said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

166. The system of claim 165, wherein at least one of said at least one job requirement includes at least one alternative job requirement, each said at least one alternative job requirement

comprising an alternative required skill or experience-related phrase and an alternative required term of experience, each said at least one alternative job requirement having at least one alternative searchable phrase, one of said at least one alternative searchable phrase including the alternative required skill or experience-related phrase, and said at least one alternative searchable phrase including each said at least one implying skill or experience-related phrase, and wherein the matching resume satisfies said at least one of said at least one job requirement when the resume includes either:

at least one of said at least one searchable phrase for said at least one of said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience; or

the alternative searchable phrase for any said at least one alternative job requirement, and the term of experience for the alternative required skill or experience-related phrase in the resume is greater than or equal to the alternative required term of experience.

167. The system of claim 135, wherein the matching resume satisfies the job description when the resume includes at least one of said at least one searchable phrase for any said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

168. The system of claim 135, wherein each said at least one job requirement further comprises a required time range for the required skill or experience-related phrase, and wherein the matching resume satisfies the job description when the experience range of the skill or experience-related

phrase overlaps with the required time range.

169. The system of claim 135, wherein the processor is further configured to:
display the matching resume on a display screen.

170. The system of claim 169, wherein the display includes a first portion, a second portion, and a third portion, the first portion showing a list of said at least one resume, the second portion showing at least one attribute extracted from the matching resume, the third portion showing the matching resume.

171. The system of claim 169, wherein the display includes a first portion, and a second portion, the first portion showing at least one attribute extracted from the matching resume, the second portion showing the matching resume.

172. The system of claim 169, wherein the display includes a first portion, and a second portion, the first portion showing a list of said at least one resume, the second portion showing the matching resume.

173. The system of claim 169, wherein the matching resume includes at least one occurrence of the required skill or experience-related phrase or at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement, and wherein to display the matching resume, the processor is further configured to:

mark each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

174. The system of claim 173, wherein the marking includes highlighting each said at least one occurrence of the required skill or experience-related phrase or said at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement, or displaying in reverse video each said at least one occurrence of the required skill or experience-related phrase or said at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement.

175. The system of claim 135, wherein the job description further includes a required level of education or a required field of specialization.

176. The system of claim 175, wherein the matching resume that satisfies the job description includes the required level of education, the required field of specialization, or a phrase implying the required level of education or the required field of specialization.

177. The system of claim 135, wherein the job description further includes a required salary range comprising a minimum required salary and a maximum required salary.

178. The system of claim 177, wherein the matching resume that satisfies the job description includes an expected salary that falls within the required salary range.

179. The system of claim 178, wherein the expected salary falls within the required salary range
when:

the expected salary is greater than or equal to the minimum required salary, and

5 the expected salary is less than or equal to the maximum required salary.

180. A method for identifying a matching resume for a job description, comprising:

receiving the job description that includes at least one job requirement, each said at least one
job requirement comprising a required skill or experience-related phrase and a required term of

10 experience for the required skill or experience-related phrase;

storing the job description;

associating, for each said at least one job requirement, the required skill or experience-
related phrase with at least one implying skill or experience-related phrase;

15 storing at least one searchable phrase for each said at least one job requirement, one of said
at least one searchable phrase including the required skill or experience-related phrase, and said at
least one searchable phrase including each said at least one implying skill or experience-related
phrase;

receiving at least one resume, each said at least one resume including at least one of said at
least one searchable phrase;

20 storing each said at least one resume;

computing, for each said at least one resume, a term of experience for the required skill or
experience-related phrase for each said at least one job requirement; and

determining whether each said at least one resume is the matching resume that satisfies the job description.

181. The method of claim 180, wherein the storing of the job description is to a database.

182. The method of claim 180, wherein the storing of each said at least one resume is to a database.

183. The method of claim 180, wherein the required term of experience is a minimum required term of experience.

184. The method of claim 180, wherein at least one of each said at least one implying skill or experience-related phrase comprises a narrower skill or experience-related phrase.

185. The method of claim 180, wherein each said at least one resume comprises a document in an electronic format.

186. The method of claim 185, wherein the electronic format includes a standard digital document format.

187. The method of claim 180, wherein the job description comprises a document in an electronic format.

188. The method of claim 187, wherein the electronic format includes a standard digital document format.

189. The method of claim 180, wherein each said at least one resume comprises a curriculum vitae.

190. The method of claim 180, wherein each said at least one resume includes at least one word, and wherein said at least one skill or experience-related phrase comprises said at least one word.

191. The method of claim 190, wherein, when each said at least one resume includes at least two words, said at least one skill or experience-related phrase further comprises at least one word group, each said at least one word group including consecutive words from the resume.

192. The method of claim 180, wherein each said at least one skill or experience-related phrase comprises a skill, a job location, a title, a department, a responsibility, a duty, an action, an achievement, an accomplishment, a relationship, a product, a consultation, a group, a team, a field, a space, an area of endeavor, a company, an industry, a technical package, or a tool.

193. The method of claim 180, wherein the associating of the required skill or experience-related phrase with said at least one implying skill or experience-related phrase further comprises:

retrieving each said at least one implying skill or experience-related phrase from a phrase

mapping table that relates each said at least one skill or experience-related phrase to each said at least one implying skill or experience-related phrase.

194. The method of claim 180, wherein said at least one skill or experience-related phrase
5 includes at least one attribute for a candidate.

195. The method of claim 194, wherein said at least one attribute includes a name, a residence or business address, a telephone number, an electronic mail address, education data, past employer data, or salary data.

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196. The method of claim 195, wherein the telephone number includes a home number, a work number, a facsimile number, or a cellular number.

197. The method of claim 195, wherein the education data includes a degree, a major, a year, or a
15 school name.

198. The method of claim 195, wherein the past employer data includes an employer name, a last title, and a period of employment.

20 199. The method of claim 195, wherein the salary data includes a current salary and an expected salary.

200. The method of claim 180, wherein each said at least one resume further includes at least one contextual use, each said at least one contextual use including an experience range, and wherein the computing of the term of experience further comprises:

associating each said at least one searchable phrase for each said at least one job requirement with one of said at least one contextual use,

wherein the term of experience for each said at least one searchable phrase for each said at least one job requirement is derived from the experience range of the associated one of said at least one contextual use.

201. The method of claim 200, wherein the contextual use for the required skill or experience-related phrase for each said at least one job requirement includes the contextual use of the associated said at least one implying skill or experience-related phrase.

202. The method of claim 201, further comprising:

when the experience range is zero:

setting the term of experience to zero; and

when the experience range is greater than zero:

determining a start time for the experience range;

determining an end time for the experience range;

computing a time difference between the start time and the end time; and

setting the term of experience to the time difference.

203. The method of claim 202, wherein the term of experience is a number of seconds, minutes, hours, days, weeks, months, years, or decades.

204. The method of claim 202, wherein the term of experience is an integer.

205. The method of claim 202, wherein the term of experience is not an integer.

206. The method of claim 202, wherein the setting of the term of experience to the time difference further comprises:

computing a repeated entry time difference for the required skill or experience-related phrase for each said at least one job requirement that is a repeated entry and is associated with an other experience range; and

adding to the time difference each repeated entry time difference,

wherein the other experience range includes an other start time and an other end time,

wherein the start time precedes the end time,

wherein the other start time precedes the other end time, and

wherein the other end time either precedes or is equal to the start time, or the other start time either succeeds or is equal to the end time.

207. The method of claim 180, wherein the required term of experience is a number of seconds, minutes, hours, days, weeks, months, years, or decades.

208. The method of claim 180, wherein the required term of experience is an integer.

209. The method of claim 180, wherein the required term of experience is not an integer.

210. The method of claim 180, wherein the matching resume that satisfies the job description includes at least one of said at least one searchable phrase for each said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

211. The method of claim 210, wherein at least one of said at least one job requirement includes at least one alternative job requirement, each said at least one alternative job requirement comprising an alternative required skill or experience-related phrase and an alternative required term of experience, each said at least one alternative job requirement having at least one alternative searchable phrase, one of said at least one alternative searchable phrase including the alternative required skill or experience-related phrase, and said at least one alternative searchable phrase including each said at least one implying skill or experience-related phrase, and wherein the matching resume satisfies said at least one of said at least one job requirement when the resume includes either:

at least one of said at least one searchable phrase for said at least one of said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience; or
the alternative searchable phrase for any said at least one alternative job requirement, and

the term of experience for the alternative required skill or experience-related phrase in the resume is greater than or equal to the alternative required term of experience.

212. The method of claim 180, wherein the matching resume satisfies the job description when the resume includes at least one of said at least one searchable phrase for any said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

213. The method of claim 180, wherein each said at least one job requirement further comprises a required time range for the required skill or experience-related phrase, and wherein the matching resume satisfies the job description when the experience range of the skill or experience-related phrase overlaps with the required time range.

214. The method of claim 180, further comprising:
displaying the matching resume on a display screen.

215. The method of claim 214, wherein the display includes a first portion, a second portion, and a third portion, the first portion showing a list of said at least one resume, the second portion showing at least one attribute extracted from the matching resume, the third portion showing the matching resume.

216. The method of claim 214, wherein the display includes a first portion, and a second portion,

the first portion showing at least one attribute extracted from the matching resume, the second portion showing the matching resume.

217. The method of claim 214, wherein the display includes a first portion, and a second portion, the first portion showing a list of said at least one resume, the second portion showing the matching resume.

218. The method of claim 214, wherein the matching resume includes at least one occurrence of the required skill or experience-related phrase or at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement, and wherein the displaying of the matching resume further comprises:

marking each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

219. The method of claim 218, wherein the marking includes highlighting each said at least one occurrence of the required skill or experience-related phrase or said at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement, or displaying in reverse video each said at least one occurrence of the required skill or experience-related phrase or said at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement.

220. The method of claim 180, wherein the job description further includes a required level of

education or a required field of specialization.

221. The method of claim 220, wherein the matching resume that satisfies the job description includes the required level of education, the required field of specialization, or a phrase implying the required level of education or the required field of specialization.

222. The method of claim 180, wherein the job description further includes a required salary range comprising a minimum required salary and a maximum required salary.

223. The method of claim 222, wherein the matching resume that satisfies the job description includes an expected salary that falls within the required salary range.

224. The method of claim 223, wherein the expected salary falls within the required salary range when:

the expected salary is greater than or equal to the minimum required salary, and
the expected salary is less than or equal to the maximum required salary.

225. A computer program product for identifying a matching resume for a job description, comprising:

a computer readable medium storing:

program code for receiving the job description that includes at least one job requirement, each said at least one job requirement comprising a required skill or

experience-related phrase and a required term of experience for the required skill or
experience-related phrase;

program code for storing the job description;

program code for associating, for each said at least one job requirement, the required
skill or experience-related phrase with at least one implying skill or experience-related
phrase;

program code for storing at least one searchable phrase for each said at least one job
requirement, one of said at least one searchable phrase including the required skill or
experience-related phrase, and said at least one searchable phrase including each said at least
one implying skill or experience-related phrase;

program code for receiving at least one resume, each said at least one resume
including at least one of said at least one searchable phrase;

program code for storing each said at least one resume;

program code for computing, for each said at least one resume, a term of experience
for the required skill or experience-related phrase for each said at least one job requirement;
and

program code for determining whether each said at least one resume is the matching
resume that satisfies the job description.

226. The computer program product of claim 225, wherein the storing of the job description is to
a database.

227. The computer program product of claim 225, wherein the storing of each said at least one resume is to a database.

228. The computer program product of claim 225, wherein the required term of experience is a minimum required term of experience.

229. The computer program product of claim 225, wherein at least one of each said at least one implying skill or experience-related phrase comprises a narrower skill or experience-related phrase.

230. The computer program product of claim 225, wherein each said at least one resume includes at least one word, and wherein said at least one skill or experience-related phrase comprises said at least one word.

231. The computer program product of claim 230, wherein, when each said at least one resume includes at least two words, said at least one skill or experience-related phrase further comprises at least one word group, each said at least one word group including consecutive words from the resume.

232. The computer program product of claim 225, wherein the program code for associating the required skill or experience-related phrase with at least one implying skill or experience-related phrase further comprises:

program code for retrieving each said at least one implying skill or experience-related

phrase from a phrase mapping table that relates each said at least one skill or experience-related phrase to each said at least one implying skill or experience-related phrase.

233. The computer program product of claim 225, wherein said at least one skill or experience-related phrase includes at least one attribute for a candidate.

234. The computer program product of claim 225, wherein each said at least one resume further includes at least one contextual use, each said at least one contextual use including an experience range, and wherein the program code for computing the term of experience further comprises:

program code for associating each said at least one searchable phrase for each said at least one job requirement with one of said at least one contextual use,

wherein the term of experience for each said at least one searchable phrase for each said at least one job requirement is derived from the experience range of the associated one of said at least one contextual use.

235. The computer program product of claim 234, wherein the contextual use for the required skill or experience-related phrase for each said at least one job requirement includes the contextual use of the associated said at least one implying skill or experience-related phrase.

236. The computer program product of claim 235, further comprising:
program code for setting the term of experience to zero when the experience range is zero;
program code for determining a start time for the experience range when the experience

range is greater than zero;

program code for determining an end time for the experience range when the experience range is greater than zero;

program code for computing a time difference between the start time and the end time when the experience range is greater than zero; and

program code for setting the term of experience to the time difference when the experience range is greater than zero.

237. The computer program product of claim 236, wherein the program code for setting the term of experience to the time difference further comprises:

program code for computing a repeated entry time difference for the required skill or experience-related phrase for each said at least one job requirement that is a repeated entry and is associated with an other experience range; and

program code for adding to the time difference each repeated entry time difference,

wherein the other experience range includes an other start time and an other end time,

wherein the start time precedes the end time,

wherein the other start time precedes the other end time, and

wherein the other end time either precedes or is equal to the start time, or the other start time either succeeds or is equal to the end time.

238. The computer program product of claim 225, wherein the matching resume that satisfies the job description includes at least one of said at least one searchable phrase for each said at least one

job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

239. The computer program product of claim 238, wherein at least one of said at least one job requirement includes at least one alternative job requirement, each said at least one alternative job requirement comprising an alternative required skill or experience-related phrase and an alternative required term of experience, each said at least one alternative job requirement having at least one alternative searchable phrase, one of said at least one alternative searchable phrase including the alternative required skill or experience-related phrase, and said at least one alternative searchable phrase including each said at least one implying skill or experience-related phrase, and wherein the matching resume satisfies said at least one of said at least one job requirement when the resume includes either:

at least one of said at least one searchable phrase for said at least one of said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience; or

the alternative searchable phrase for any said at least one alternative job requirement, and the term of experience for the alternative required skill or experience-related phrase in the resume is greater than or equal to the alternative required term of experience.

240. The computer program product of claim 225, wherein the matching resume satisfies the job description when the resume includes at least one of said at least one searchable phrase for any said at least one job requirement, and the term of experience for the required skill or experience-related

phrase in the resume is greater than or equal to the required term of experience.

241. The computer program product of claim 225, wherein each said at least one job requirement further comprises a required time range for the required skill or experience-related phrase, and
5 wherein the matching resume satisfies the job description when the experience range of the skill or experience-related phrase overlaps with the required time range.

242. The computer program product of claim 225, further comprising:
program code for displaying the matching resume on a display screen.

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243. The computer program product of claim 242, wherein the display includes a first portion, a second portion, and a third portion, the first portion showing a list of said at least one resume, the second portion showing at least one attribute extracted from the matching resume, the third portion showing the matching resume.

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244. The computer program product of claim 242, wherein the display includes a first portion, and a second portion, the first portion showing at least one attribute extracted from the matching resume, the second portion showing the matching resume.

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245. The computer program product of claim 242, wherein the display includes a first portion, and a second portion, the first portion showing a list of said at least one resume, the second portion showing the matching resume.

246. The computer program product of claim 242, wherein the matching resume includes at least one occurrence of the required skill or experience-related phrase or at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement, and wherein the
5 program code for displaying the matching resume further comprises:

program code for marking each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

247. The computer program product of claim 246, wherein the marking includes highlighting
10 each said at least one occurrence of the required skill or experience-related phrase or said at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement, or displaying in reverse video each said at least one occurrence of the required skill or experience-related phrase or said at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement.

15 248. The computer program product of claim 225, wherein the job description further includes a required level of education or a required field of specialization.

249. The computer program product of claim 248, wherein the matching resume that satisfies the
20 job description includes the required level of education, the required field of specialization, or a phrase implying the required level of education or the required field of specialization.

250. The computer program product of claim 225, wherein the job description further includes a required salary range comprising a minimum required salary and a maximum required salary.

251. The computer program product of claim 250, wherein the matching resume that satisfies the
5 job description includes an expected salary that falls within the required salary range.

252. The computer program product of claim 251, wherein the expected salary falls within the required salary range when:

the expected salary is greater than or equal to the minimum required salary, and

10 the expected salary is less than or equal to the maximum required salary.

253. A system for identifying a matching resume for a job description, comprising:

means for receiving the job description that includes at least one job requirement, each said
at least one job requirement comprising a required skill or experience-related phrase and a required

15 term of experience for the required skill or experience-related phrase;

means for storing the job description;

means for associating, for each said at least one job requirement, the required skill or
experience-related phrase with at least one implying skill or experience-related phrase;

means for storing at least one searchable phrase for each said at least one job requirement,
20 one of said at least one searchable phrase including the required skill or experience-related phrase,
and said at least one searchable phrase including each said at least one implying skill or experience-
related phrase;

means for receiving at least one resume, each said at least one resume including at least one of said at least one searchable phrase;

means for storing each said at least one resume;

means for computing, for each said at least one resume, a term of experience for the required

5 skill or experience-related phrase for each said at least one job requirement; and

means for determining whether each said at least one resume is the matching resume that satisfies the job description.

254. The system of claim 253, wherein the storing of the job description is to a database.

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255. The system of claim 253, wherein the storing of each said at least one resume is to a database.

256. The system of claim 253, wherein the required term of experience is a minimum required

15 term of experience.

257. The system of claim 253, wherein at least one of each said at least one implying skill or experience-related phrase comprises a narrower skill or experience-related phrase.

20 258. The system of claim 253, wherein each said at least one resume includes at least one word, and wherein said at least one skill or experience-related phrase comprises said at least one word.

259. The system of claim 258, wherein, when each said at least one resume includes at least two words, said at least one skill or experience-related phrase further comprises at least one word group, each said at least one word group including consecutive words from the resume.

5 260. The system of claim 253, wherein the means for associating the required skill or experience-related phrase with said at least one implying skill or experience-related phrase further comprises:

means for retrieving each said at least one implying skill or experience-related phrase from a phrase mapping table that relates each said at least one skill or experience-related phrase to each said at least one implying skill or experience-related phrase.

10 261. The system of claim 253, wherein said at least one skill or experience-related phrase includes at least one attribute for a candidate.

262. The system of claim 253, wherein each said at least one resume further includes at least one contextual use, each said at least one contextual use including an experience range, and wherein the means for computing the term of experience further comprises:

means for associating each said at least one searchable phrase for each said at least one job requirement with one of said at least one contextual use,

wherein the term of experience for each said at least one searchable phrase for each said at least one job requirement is derived from the experience range of the associated one of said at least one contextual use.

263. The system of claim 262, wherein the contextual use for the required skill or experience-related phrase for each said at least one job requirement includes the contextual use of the associated said at least one implying skill or experience-related phrase.

5 264. The system of claim 263, further comprising:

means for setting the term of experience to zero when the experience range is zero;

means for determining a start time for the experience range when the experience range is greater than zero;

10 means for determining an end time for the experience range when the experience range is greater than zero;

means for computing a time difference between the start time and the end time when the experience range is greater than zero; and

means for setting the term of experience to the time difference when the experience range is greater than zero.

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265. The system of claim 264, wherein the means for setting the term of experience to the time difference further comprises:

means for computing a repeated entry time difference for the required skill or experience-related phrase for each said at least one job requirement that is a repeated entry and is associated

20 with an other experience range; and

means for adding to the time difference each repeated entry time difference,

wherein the other experience range includes an other start time and an other end time,

wherein the start time precedes the end time,

wherein the other start time precedes the other end time, and

wherein the other end time either precedes or is equal to the start time, or the other start time either succeeds or is equal to the end time.

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266. The system of claim 253, wherein the matching resume that satisfies the job description includes at least one of said at least one searchable phrase for each said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

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267. The system of claim 266, wherein at least one of said at least one job requirement includes at least one alternative job requirement, each said at least one alternative job requirement comprising an alternative required skill or experience-related phrase and an alternative required term of experience, each said at least one alternative job requirement having at least one alternative
15 searchable phrase, one of said at least one alternative searchable phrase including the alternative required skill or experience-related phrase, and said at least one alternative searchable phrase including each said at least one implying skill or experience-related phrase, and wherein the matching resume satisfies said at least one of said at least one job requirement when the resume includes either:

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at least one of said at least one searchable phrase for said at least one of said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience; or

the alternative searchable phrase for any said at least one alternative job requirement, and the term of experience for the alternative required skill or experience-related phrase in the resume is greater than or equal to the alternative required term of experience.

5 268. The system of claim 253, wherein the matching resume satisfies the job description when the resume includes at least one of said at least one searchable phrase for any said at least one job requirement, and the term of experience for the required skill or experience-related phrase in the resume is greater than or equal to the required term of experience.

10 269. The system of claim 253, wherein each said at least one job requirement further comprises a required time range for the required skill or experience-related phrase, and wherein the matching resume satisfies the job description when the experience range of the skill or experience-related phrase overlaps with the required time range.

15 270. The system of claim 253, further comprising:
means for displaying the matching resume on a display screen.

271. The system of claim 270, wherein the display includes a first portion, a second portion, and a third portion, the first portion showing a list of said at least one resume, the second portion
20 showing at least one attribute extracted from the matching resume, the third portion showing the matching resume.

272. The system of claim 270, wherein the display includes a first portion, and a second portion, the first portion showing at least one attribute extracted from the matching resume, the second portion showing the matching resume.

5 273. The system of claim 270, wherein the display includes a first portion, and a second portion, the first portion showing a list of said at least one resume, the second portion showing the matching resume.

274. The system of claim 270, wherein the matching resume includes at least one occurrence of the required skill or experience-related phrase or at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement, and wherein the means for displaying the matching resume further comprises:

means for marking each said at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

15 275. The system of claim 274, wherein the marking includes highlighting each said at least one occurrence of the required skill or experience-related phrase or said at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement, or displaying in reverse video each said at least one occurrence of the required skill or experience-related phrase or said at least one implying phrase of the required skill or experience-related phrase for said at least one job requirement.

276. The system of claim 253, wherein the job description further includes a required level of education or a required field of specialization.

277. The system of claim 276, wherein the matching resume that satisfies the job description includes the required level of education, the required field of specialization, or a phrase implying the required level of education or the required field of specialization.

278. The system of claim 253, wherein the job description further includes a required salary range comprising a minimum required salary and a maximum required salary.

279. The system of claim 278, wherein the matching resume that satisfies the job description includes an expected salary that falls within the required salary range.

280. The system of claim 279, wherein the expected salary falls within the required salary range when:

the expected salary is greater than or equal to the minimum required salary, and
the expected salary is less than or equal to the maximum required salary.

281. A graphical user interface, comprising:

a first display region including a job description that includes at least one job requirement, each said at least one job requirement comprising a required skill or experience-related phrase and a required term of experience for the required skill or experience-related phrase; and

a second display region including a matching resume that satisfies the job description,
wherein the matching resume is one of at least one resume, and
wherein each said at least one resume includes at least one skill or experience-related phrase,
and a computed term of experience for each said at least one skill or experience-related phrase.

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282. The graphical user interface of claim 281, wherein the second display region further includes a marking for at least one occurrence of the required skill or experience-related phrase for each said at least one job requirement.

10 283. The graphical user interface of claim 282, wherein the marking includes highlighting, displaying in reverse video, or displaying in a different font type, font size, or font style.

284. The graphical user interface of claim 282, further comprising:
a third display region including a listing of said at least one resume.